



CHAIRMAN

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D.C. 20415

November 17, 1978

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MEMORANDUM TO HEADS OF DEPARTMENTS AND AGENCIES

SUBJECT: Report on Program Development Conference

This transmits to you a copy of a summary report of the Program Development Conference held at Ocean City, Maryland in October. The subject of the Conference was Launching Civil Service Reform.

The Conference succeeded in its two basic purposes:

1. To get advice from Federal executives and managers, military commanders, and personnel officials on implementing the major features of civil service reform.
2. To begin a new partnership among agency managers, personnelists, and the staff of the President's new central agency for personnel management (the Office of Personnel Management).

More than 500 persons took part in the Conference. The majority were line managers from a broad cross-section of agencies and programs. The group included assistant secretaries for administration and agency personnel directors.

We are sending this report to you and, separately, to your assistant secretary for administration (or equivalent official), your personnel director, and to your line managers who attended the Conference. We hope to continue using those line managers and other managers, personnel and administrative officials in your agency as a sounding board for proposed new regulations and other issuances that will be flowing to agencies soon.

The Conference provided a vast fund of ideas for us. Our staff is taking advantage of those ideas in developing new regulations and other guidelines to implement civil service reform.

I look forward to working with you in carrying out civil service reform.

A handwritten signature in cursive script, reading "Alan K. Campbell".

Alan K. Campbell

Enclosure

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